

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

<i>Date of Policy</i>	<i>November 2011</i>
<i>Updated</i>	
<i>Approved by Principal(s)</i>	<i>Yes</i>
<i>Review Date</i>	<i>November 2012</i>
<i>Key Staff</i>	<i>All Staff, SLG</i>
<i>Reviewed by</i>	<i>HR</i>

The Policy on Equality and Diversity reflects the College's legal obligation and duty to devise Equality Schemes for Disability, Race and Gender.

The policy is written in the context of:

- *Race Relations Act 1976 [as amended in 2000]*
- *Disability Discrimination Act 1995 [as amended in 2005]*
- *Children Act 2004*
- *Equality Act 2006*
- *Education and Inspections Act 2006*
- *Duty to Promote Community Cohesion, Education and Inspections Act 2006*
- *Every Child Matters 2003*
- *National Healthy Schools Programme 1999*

The College is committed to the principle of inclusion. A broad, balanced and appropriate curriculum provides equal opportunity for all students to maximize their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, agents and members of the wider community.

At CATS College we aim to promote equality and tackle any form of discrimination. We seek to remove any barriers to access, participation, progression, attainment and achievement.

We aim to:

- Provide a secure environment in which all young people can flourish and achieve all five outcomes of 'Every Child Matters' [be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being]
- Provide a learning environment where all individuals develop a sense of personal identity and feel a sense of belonging
- Prepare students for life in a diverse society in which they are able to see their place in the local, regional, national and international community

- Work with parents, agents and the wider College community to promote equality of opportunity for all
- Provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- Actively challenge discrimination and disadvantage
- Make inclusion a thread which runs through all our activities

To achieve these aims we will:

- Ensure that students are admitted to the College without regard to ability, disability, gender or ethnic group
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- Use all available information to set suitable learning challenges for all
- Respond to students' diverse needs and overcome any potential barriers to learning
- Have high expectations of behaviour which demonstrates respect to others

CATS College is committed to:

Being proactive in promoting good relationships and equality of opportunity across all aspects of College life and the wider community

Encouraging, supporting and enabling students and staff to reach their potential and make a positive contribution

Working in partnership with CEG, agents, the local authority [LA] and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our **Equality and Diversity Policy** is followed

Responsibilities

It is the responsibility of CEG to:

- Ensure the College complies with equality legislation
- Meet the requirements to publish equality schemes
- Ensure that the College's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans
- Scrutinize the recording and reporting procedures at least annually
- Ensure that the admissions policy is fair and equitable in its treatment of all groups
- Monitor attendance and take appropriate action where necessary
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body
- Be involved in dealing with serious breaches of policy

It is the **Principal's** responsibility to:

- Implement the policy and its strategies and procedures
- Ensure that all staff receive appropriate and relevant continuous professional development
- Actively challenge and take appropriate action in any cases of discriminatory practice
- Deal with any reported incidents of harassment or bullying in line with guidance
- Ensure that all visitors and contractors are aware of, and comply with, the College's equality and diversity policy

It is the responsibility of **all staff** to:

- Be vigilant in all areas of the College for any type of harassment and bullying
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- Identify and challenge bias and stereotyping within the curriculum and in the College's culture
- Promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation
- Promote an inclusive curriculum and whole College ethos which reflects our diverse society
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources

Monitoring and quality assurance

- Each student's progress and attendance is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs
- Lesson observations record evidence of differentiation
- Data collected is used to inform further College planning, target-setting and decision-making

This policy will be monitored and reviewed annually.